

INTRODUCTION

"In the city of Newark, with its large cosmopolitan population, consisting of all the races, nationalities, religious and ethnic groups which constitute America, no greater menace threatens the peace, good order, security and welfare of the city and its inhabitants than the existence within it of groups antagonistic to one another and prejudiced against each other because of difference of race, creed, color, national origins or ancestry.

...To the end that such prejudice, intolerance, bigotry and discrimination shall be stamped out, this article is enacted to provide an instrumentality through which the city may officially encourage and bring about mutual understanding and respect by all groups in the city, eliminate prejudice, intolerance, bigotry, discrimination and disorder, and help give effect to the guarantee of equal rights for all as assured by the Constitution and the laws of the State."

excerpted from Article II

The Newark Human Rights Commission is that instrument. It exists, then, to foster mutual understanding respect among all racial, religious and ethnic groups in the City. It discourages and prevents discriminatory practice against any such group or its members. It cooperates with federal, state or municipal and non-governmental agencies having like or kindred functions and conducts investigations and studies in the field of human relationships which will aid in effectuating the general purposes.

It attempts to foster through community effort or otherwise, good will, cooperation and conciliating among the groups and elements of the

inhabitants of the communities. It formulates educational programs, receives and investigates complaints, issues publications, reports of investigations and research, enlists the cooperation of the various religious, racial, and ethnic groups, aids in formation of local community groups, cooperates with federal, state, and city agencies in developing programs, creates advisory committees of citizens, makes recommendations to the council for formal and informal education, recommends to the council legislation to aid in carrying out the purpose of this article.

paraphrase of Article II

The Newark Human Rights Commission in 1971 fulfilled the mandate of the council in executing a program which would be instrumental in eliminating all traces of discrimination, prejudice, bigotry and intolerance. The programs contained herein bear out that fact.

The Commission realizes that if there is to be growth there must be life and changes. Elements which seek to harm or kill, signs of stagnation and intolerance. With this realization, the Commission, under Director Blue, has taken an aggressive step into the Community by establishing relations with Law Enforcement Agencies, the business-industrial community, the areas of housing and education, with religious groups, and by working with them in establishing programs and policies conducive to the elimination of discrimination.

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To The Honorable Kenneth A. Gibson, Mayor
and Members of the City Council of Newark
City Hall
Newark, New Jersey


Dear Mayor Gibson and Council Members:

This letter of transmittal announces the Newark Human Right Commission's 19th Annual Report, summarizing our activities from May, 1971 to December, 1971.

The successes and failures encountered in the Administration of Article 11 tell the story of human rights in the City of Newark. Although much has been accomplished, many pressing needs remain. There have been certain positive steps taken by the Commission to assure our citizenry that human rights shall prevail in the City. It is essential that this means the entire City, and in every area of human relations. Removing the conditions and situations that lead to unrest and denial to some of our citizens is good administration. Our Commission must take and maintain this posture for all to see.

The Newark Human Rights Commission has afforded a substantial number of our citizens a redress against overt and covert acts of discrimination. This service must and will continue.

Sincerely,



Daniel H. Blue, Jr.
Executive Director

DWB:ca

THE NEWARK HUMAN RIGHTS COMMISSION

COMMISSIONERS *

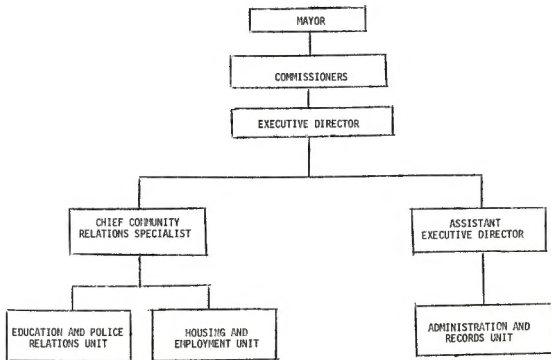
R. Frank Curry, Chairman **
Israel Velez, First Vice-Chairman **
Daniel J. Wernock, Second Vice-Chairman **
Mrs. Hope Jackson, Secretary
Mrs. Jean Palumbo
Leonard Chavis
Dr. Russell Greco
Inspector Joseph Manghisi
Johnnie Peterson
Dr. Robert Small
Mrs. Alice Townsend
Rev. James Wade
Courtney Weeks
Danny Williams
Louis Pitts

STAFF

Daniel W. Blue, Jr., Executive Director
Mrs. Bessie Hicks
Joseph Volker
Mrs. Joan Smart
Mrs. Marie Gonzalez
Adolfo Noguera
Hickman Holmes
Harry Spellman
Miss Charlotte Adams
Miss Tina Lamboy
Robert Antczak
Joseph Webb
Corrado Gigante
Hilton Lewis

* as of July 6, 1971

** elected October 19, 1971



Organizational chart depicting the operation of the Newark Human Rights Commission

CHAIRMAN'S STATEMENT OF RESPONSIBILITY

The following annual report of the Newark Human Rights Commission has been prepared by the Executive Director and his professional staff, and is done so to inform the residents of Newark of the Commission's programs and activities...past, present and future.

As chairman, I believe the present and the future are two areas which through mutual cooperation can be altered by the people of Newark.

Mayor Gibson has done much to restore the public's confidence in government. Among those things was the July appointment of nine new Commissioners, bringing that body to full strength for the first time in several years. Since the resumption of our fall meeting schedule, a reorganization has taken place, with the desire to be more responsive to the needs and problems of the community paramount to all future efforts.

The Municipal Council has enacted into law an ordinance on real estate, aimed at the discriminatory practice of creating neighborhood unrest through the announcement of changes and commonly called "blockbusting." This is the first ordinance passed and placed into the Human Rights Commission in its nineteen-year history. This is a first step, a positive one, that signals the course of action that our Commission will pursue actively in all areas. We intend to advocate the development of antidiscrimination ordinances in employment, public accommodation, city contract compliance, education, and fair practices in every field of human encounter.

If Newark, indeed all the Newarks of America are to survive and rebuild, then racism whether black or white must be replaced by a rekindled spirit of mutual respect by all ethnic groups in the City. A society that does not vigorously and effectively seek to eliminate the disease of racism,

and foster complete participation and equality of opportunity is doomed to failure.

Our Commission will continue to wage an all out war on prejudice whenever and wherever it raises its ugly head. We will redouble our efforts to actively pursue a course that will improve human relations, lessen neighborhood tensions, eliminate fear and misunderstanding and fulfill the guarantees of equality.

In accordance with Newark's Ordinance creating the Commission and mandating that we follow these principles, and our individual desire for the progress and moral rebirth of this City, the afore stated goals will guide our future efforts.

R. Frank Curry, Chairman
Newark Human Rights Commission
1971-1972

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DIRECTOR'S REPORT

"We Try To Reduce Tensions."

"The Newark Human Rights Commission is the nerve center of city government, and when Newark residents come to us, they've been everywhere else.

This is the most sensitive department in the city government because we deal with human beings--their feelings, their gripes and their attitudes.

Newark still has racial polarization but the Human Rights Commission's main job is to help ease tensions. There are conditions which lead up racial tensions, and in Newark these are the welfare systems, lack of employment opportunity and housing. Even today there are some places in this city where whites do not want blacks to live.

We're always attempting to reduce tensions in Newark. If something breaks out we're blamed. That's why I try to emphasize to my staff and commissioners that they must be in touch with what is going on in the community and eliminate racial tension.

I hope the Newark community will help my office in solving the problems of racial discrimination by calling attention to it whenever it happens.

Often times, when someone is discriminated against, he does not come to us. Well, we want people to come to us. I have a lot of ideas and I plan to make the public aware that we're here. We're willing to serve them, especially the poor."

Director Blue (August 1, 1971)

In an attempt to put the staff to best use and in communication with the public, I reorganized the Newark Human Rights Commission in May:

through the acquisition of more phones;

through reassignment and the division into two units
(Housing/Employment/Welfare and Education/Police Community
Relations;

through appointment of organization and agencies between
the units (for liaison activity);

through a demand for efficient office procedures (particularly
in office absence, vacation and lunch hours);

through the "in-service programs;

through the classification of cases and establishing their
status;

I think I have set the Newark Human Rights Commission on an aggressive
course in averting, locating, and eliminating discrimination in the
City of Newark

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1971 OPERATING BUDGET

Salaries and Wages

Executive Director	\$16,000
Community Relations Specialists	\$54,017
Community Relations Specialists (Spanish Affairs)	\$20,400
Principal Clerk Stenographer	\$ 7,360
Senior Clerk Stenographer	\$ 5,825
Total Salaries and Wages	<u>\$103,602</u>

Materials, Supplies and Services

Service by Contract or Agreement	\$ 3,100
Materials and Supplies	\$ 2,075
Total Services	<u>\$ 5,275</u>

TOTAL OPERATING BUDGET	\$108,777
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EMPLOYMENT

Employment Racial Breakdown Survey

- Purpose: The Newark Human Rights Commission believes that the City of Newark must clearly and positively demonstrate its belief that justice, social progress and equality of opportunity are the rights of all citizens. The Commission chose to demonstrate beyond a shadow of a doubt that the city government itself has a strong and positive commitment to human rights and dignity.
- Procedure: A cover memorandum accompanied by a copy of the racial breakdown survey was issued from the Executive Director to all Department Heads, Personnel Director and all other persons that have the responsibility relating to hiring in anyway for the City of Newark, that he insist on fair, impartial, non-discriminatory hiring of all potential city employees.

To substantiate this request, the Employment Unit was directed to visit the City Department Heads and discuss with them as a first step in making equal employment a reality in city government. It is expected that each Department and Agency Head will take such action as may be necessary to insure that the above provisions shall be fully enforced. Each agency and department head was requested to submit:

1. Number of Black Personnel
2. Number of Black Supervisors
3. Number of Spanish/Puerto Rican Personnel
4. Number of Spanish/Puerto Rican Supervisors
5. Total Number of Personnel

The Commission felt that this type of Affirmative Action along with other administrative action can represent a milestone in City Government Employment.

By November, the first in-depth study made of the employment patterns of the city was completed. Fifty-two departments and agencies responded. The Housing Unit was then assigned to visit each Department and Agency Head in order to establish open lines of communication and discuss ways and means by which patterns may be set to upgrade minority employees.

See Appendix I

EMPLOYMENT ACTIVITY ATTENDED BY THE COMMISSION

Supported and participated in a project called "Employment Task Force" sponsored by the Business-Industrial Coordinating Council in an effort to develop job opportunities for the unemployed (October).

HOUSING

"Blockbusting Ordinance"

In an effort to stamp out blockbusting practices in the city, the Newark Human Rights Commission made strong efforts for the passage of the amendment of Title 17 chapter 7 of the Ordinance of 1966. On June 2, the ordinance was passed unanimously.

However, enforcement of the ordinance was invested in the Director of Licenses of the City of Newark. Director Blue inquired of Corporation Council as to the feasibility of having the enforcement placed under the Human Rights Commission. The affirmative response moved the Commission to seek an amendment to section 6 of the amended version.

On December 30, the City Council unanimously adopted the amendment and the Commission immediately set to work on publication of the Ordinance through the Press and mail contact with Real Estate Agents.
See Appendix 2

Activities Attended by the Housing Unit

Introduced a "Tenant Notification Program" to enhance the Housing Violation cases of prosecutors, attorneys, city inspectors by notifying tenants of pending court hearings. (July)

Supported and participated in "Operation Understanding" a program for suburbanites in which they headed and experienced the problems of the tenants of the Stella Wright Apartments. (October)

Observed Scudder Tenant Elections. (September 20-23)

Supported the Housing Authority's pilot project on busing of senior citizens to shopping centers at Kretchmer and Seth-Boyden Homes, as well as the security needs of the tenants at Scudder Homes. (April-August)

EDUCATION

Barringer High School Difficulties

October 4-12, October 20-21

When major intergroup controversies developed at Barringer High School, a chain of events occurred which resulted in confrontations between minority students. The controversies involved; re-establishing guidelines (district) prior to 1964*, rescheduling of classes, ** interviewing prospective teachers, bringing charges against students who commit crimes.

In regards to the controversies, the Police Community Relations/Education Unit urged that the students be given just recognition in presenting the grievances; that representing the interest of the Student Body (Black, White, Puerto Rican) be elected to participate in meetings and discussions with the Newark Human Rights Commission and the Board of Education.

Director Blue met with the Board of Education, students and Barringer officials and oversaw a conference between Black and Boriquen students with Imamu Baraka (Leroi Jones) and Anthony Imperiale.

* The proposed redistricting prior to 1964 would have resulted in the transfer of 800 Black and Puerto Rican Students.

** Rescheduling according to race would have been notoriously discriminatory

Student Human Relations Councils

The Newark Human Rights Commission has always attempted to prevent prejudice and discrimination in the high schools of the city and has worked with the Board of Education in promoting human rights.

On August 17, the Newark Human Rights Commission was represented at the State Youth Congress Advisory Meeting at Ocean County College, Toms River, New Jersey. The idea of the meeting which specifically dealt with Human Relations Councils in the high schools was to establish these councils: 4

- to foster mutual understanding and respect among all students
- to provide students an opportunity to advance their studies in Human Relations, and
- to carry out educational programs to eliminate discrimination.

A meeting was held prior to the opening of school with the students of Vailsburg, Barringer, Weequahic and Arts High Schools together with Mr. Hamm, the young member of the Board of Education. While the response was not over enthusiastic, the students expressed a promise to cooperate should such Councils arise.

In September and October follow-up meetings were held in the high schools listed as well as the other high schools of the city

Activities participated in by the Police Community Relations/Education Unit

Curtailed violence in December during some upheaval in secondary schools. Staff conducted investigations, evaluated findings, made constructive criticisms, and forwarded the recommendations to the Director for review and action.

LAW ENFORCEMENT

Law Enforcement Seminar

June 17, 1971 at Mt. Carmel Guild

Sponsored by : Newark Human Rights Commission

Newark Police Department

Essex County Sheriff's Office

Purpose: To bring about an understanding of the two law enforcement agencies and the community.

Attendance: About 50

Program: Address by Chief Rodden

"Specific Problems Inherent in Police Work"

"Training of Policemen"

"Specific Services Rendered"

"Communication Procedure"

"Agency Organization"

"Services Offered"

"Relationship with Local Police"

"Citizen Participation"

Moderator: Mr. Earl Phillips, Executive Director Urban League of Essex County.

CRIMINAL JUSTICE EDUCATION PROGRAM

(This program was funded in September 1970 by the State Law Enforcement Planning Agency (SLEPA) and placed under the Human Rights Commission for implementation and supervision.)

Purpose: To reduce crime by increasing public knowledge and understanding of the Criminal Justice System, with the objective of increasing

public support for and cooperation with the operations and services of the system.

ATTENDANCE: 400 Students from Barringer, Central and West Side High Schools.

PROGRAM: Learned court procedures through lectures by teachers and guest speakers. Field trips took the students inside courts, correctional institutions, The Department of Justice in Washington, and the United Nations.

TOUR OF JAIL AND MUNICIPAL COURT FACILITIES

September 17, 1971

On Friday, September 17, after considerable consultation with Chief Redden and Chief Magistrate Hazelwood, Director Blue invited members of the staff and community to accompany him on a tour of the city's jail and municipal court facilities.

Fifteen members of the community, legal and press representatives responded and spent a morning touring headquarters, the court and a district station.

The participants registered their complaint on the overcrowding of the jails, the congestion of the courts and confining office space. They complained of the adverse physical conditions and unsanitary conditions, as well.

They noted a need of interpreters for non-English speaking people, a need for a bail system relating to the poor who commit minor offenses.

The paramount need, however, was for better and more modern facilities.

If the tour was to have any effect, it was necessary that the community put pressure on those responsible for change, since conditions for tragic confrontation are present;

for officials to heed the findings of the group;

for treatment and rehabilitation to be linked with meaningful vocational training.

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LAW ENFORCEMENT ACTIVITIES ATTENDED BY THE COMMISSION

Attended and reported on various precinct meetings which were held together with police and other municipal officials at which numerous community problems were voiced.

Participated in the International Association of Chiefs of Police Conference in Philadelphia (July 12-14) on "Delinquency Prevention and Juvenile Justice" suggesting innovative approaches to youth problems.

Attended meeting of the Mayor's Youth Committee concerning the need for the development of youth service bureaus as a deterrent for juvenile problems (September 28)

ADMINISTRATION AND STAFF ACTIVITIES

New Jersey Human Rights Directors Meeting

August 10, Gateway Downtowner Inn

Participants: Joshua Higgins, Elizabeth Commission on Human Relations

(Attendance) Paul Godwin, Atlantic City Human Relations Commission

David M. Sullivan, Plainfield Human Relations Council

William S. Fitch, Princeton Joint Commission on Civil Rights

Daniel M. Blue, Executive Director, Newark Human Rights Commission.

Purpose: These five men representing 384,000 minorities in their respective communities met to discuss problems that affect the cities' poor blacks and Puerto Ricans. They felt to be effective in dealing with the problem of discrimination, bias, prejudices and disrespect for human dignity in their communities, new techniques and methods must be established for new times.

"Until the states' poor and disenfranchised gain some economical and political power to exercise self-responsibility and control over their destiny, the problems will magnify and 1967 will repeat itself."

They noted of the 567 municipalities in New Jersey, only five felt the problem sufficient enough for full time people.

Results: A new organization was formed known as the New Jersey Directors of Human Rights Agencies. Director Daniel Blue was selected as chairman of the new organization.

The organization was formed to collectively pool the resources and develop ideas and programs to declare war on racism and poverty in the communities.

Conferences

The Executive Director makes it a point to attend and participate in conferences which deal with the area of human rights. In the past year, two notable conferences were attended.

International Association of Official Human Rights Agencies

St. Paul, Minnesota July 19-22 (23rd Annual Conference)

The Newark Human Rights Commission is a financial member of the agency.

The Theme was "Civil Rights Enforcement: Standards and Remedies"

Director Blue attended the governors reception for the Association and met with many people and exchanged several ideas. He also had the opportunity to talk with many Human Rights Directors and Commissioners.

Rally of Concern for Soviet Jewry

Seton Hall University - October 7

Director Blue addressed the Conference which was sponsored by the Essex County Conference on Soviet Jewry, a coalition of 46 Jewish organizations.

He likened the plight of soviet Jews to that of the American Black and of all oppressed people who joined the outcry of the Jews to "Let my people go!"

Operation Christmas (December 13-24)

Radio Station WNJR in connection with the City of Newark sponsored the annual "Christmas Power." For this event, the City lends its employees to the project, who do volunteer work besides their regular work.

In 1971, in a hope for a more efficient drive, the role of the Newark Human Rights Commission was increased. Members of the Staff attended meetings, handled all correspondence, separated toys, clothing according to ages, and

packaged these for distribution at the Fire houses.

Approximately 2,500 applications were received with requests for help. These were screened by the Urban League. In the actual distribution, 640 families were provided with toys, food, and/or clothing. \$900 worth of five-dollar food certificates were given to needy families.

In-Service Programs

Periodically, staff meetings are called by the Director to evaluate and initiate the programs and the philosophy of the Commission. At these meetings, the staff members also inform each other of their operations insofar as they benefit the entire commission.

From time to time, meetings are held for information.

June 2, Mrs. O'Flaherty of the Essex County Welfare Board discussed the new guidelines in welfare with the staff. She explained how they would affect the city of Newark with the cutback of July 1, 1971.

July 27, the Newark Human Rights Commissioners and the Staff met at the Bridge Club in Newark. The gathering afforded the old and the new Commissioners and Staff to meet one another in a friendly congenial atmosphere on a one to one basis. It also allowed them to share their ideas, plans, and hopes regarding the work of the Commission.

MUNICIPAL OBSERVANCES

The Newark Human Rights Commission works energetically in establishing and supporting observances which bring before the mind of the public the common humanity of man. To that end, it sponsored two observances in 1971:

United Nations Week

Throughout the year, the Commission worked with U.N. Observance Committee to prepare for United Nations Week (October 24-31) in Newark. A program was established for presentation in the City Council Chambers and for the

flying of the United Nations flag at City Hall. The educational plans as well as the plans for the annual banquet were handled by members of the staff. On October 28, a mock security council session was held.

Human Rights Day

December 10, was proclaimed Human Rights Day in the City of Newark. The program was co-sponsored by the Newark Human Right Commission and the Board of Education.

Radio programs were aired, press releases issued. The Mayor signed a proclamation to the effect. The Commission prepared a fact sheet of Human Rights, past and present.

The Newark Human Rights Commission was instrumental in the acquisition of a Chaplain for minorities at Martland Medical Center (July 17).

Worked with the National Conference of Christians and Jews and the YM/YWCA in attempting to set up Affirmative Action to combat racism.

Attended a meeting of New Jersey Conference of Christians and Jews dealing with "The Human Relations Climate in New Jersey." (October)

Observed the demonstrations of the Progressive Labor Party at Martland Medical Center. (June 19).

Organizations, Agencies, and Institutions with which the Newark Human

Rights Commission has had contact - June-December, 1971:

Metropolitan Applied Research Program
Conference for Spanish Intern Program
YM/YMCA: Spanish Advisory Board
South Broad Street Program
National Conference of Christians and Jews
New Jersey Employment Counseling Services
Montclair State College: Advisory Committee on Curriculum
National Children's Workshop
Newark Board of Education: Advisory Committee/Bi-lingual Committee/
Curriculum Revision Committee
Essex County Welfare Board (Orientation)
State Law Enforcement Planning Agency
Mount Carmel Guild
Essex County Conference on Soviet Jewry
Newark Police Department; Recruitment
Newark Housing Authority
Bi-lingual Arts Festival
Vailsburg Ad hoc Committee
Hyatt Court Housing Project
United States Department of Justice
Manpower
Puerto Rican Action Ladies Committee
Archbishop Walsh Homes
Business Industrial Coordination Council: Employment Task Force/Black and
Puerto Rican Caucus
F.O.C.U.S.
C.O.P.E.
United Nations
Equal Employment Opportunity Commission
United States Department of Labor
Stella Wright Tenants Association
Essex County Youth House
Boy Scouts of America
New Jersey College of Medicine and Dentistry
Department of Community Affairs
Community Development Administration
United Community Corporation
Essex County Education Association
Housing and Urban Development: Reorganization Meeting
Municipal Television System
Kretschmer Homes Tenant Association
Urban Coalition
Christmas Power Committee
MDRX
Rutgers University: 4H Extension
West Side High School
East Side High School
Malcolm X. Shabazz High School (South Side High School)

Dayton Street School
Broadway Junior High School
Barringer High School
Vailsburg High School
Arts High School
Central High School
Sudder Homes Tenants Association
Hartland Medical Center
Youth Services Agency
Model Cities
Haynes and Company
WJLR
Aspire
Newark Youth Aid Bureau
Essex County Park Commission
Newark Postal Academy
Caldwell College for Women
Housing and Aging Conference
Puerto Rican Committee Against Brutality

SPANISH ACTIVITIES

- A. Through the pressure of the Newark Human Rights Commission, Discovery of Puerto Rico Day Programs were instituted in the Public Schools
- B. The Program is now part of the official school calendar.

C. Bi-Lingual Education Program

The Newark Human Rights Commission, with several other groups and the Board of Education established the Bi-Lingual Education Program for the State and for the City.

The Commission, through a member of its staff for Spanish Speaking affairs, holds chairmanship of both the State and the City Committees for Bi-Lingual Education.

Programs on Behalf of the Spanish Speaking Community

Summer Bi-Lingual Arts Festival

August 12, 1971 Broadway Junior High School

August 17, 1971 Exhibition of work at City Hall

This event was attended by 1700 people of the Community. Co-sponsored by the Newark Human Rights Commission and the Board of Education, it consisted in the serving of Puerto Rican delicacies and the display of the works of the students.

The artistic expression and the aesthetic quality of the art forms exhibited all the hard work of students in the Newark System's Bi-lingual Program, attested to the principle

- that given a deep and profound understanding of one's own background and heritage, students can aspire to the highest scholastic and artistic achievement.

DISCOVERY DAY PROGRAMS

Week of November 13

Ht. Vernon, Quilman, Lafayette Street and Cleveland Elementary, Arts

Barringer and Central High Schools.

The Newark Human Rights Commission made a presentation and showed the film "Not By Bread Alone."

At Quitman, the fourth graders had shown their achievement in the grasp of Puerto Rican History. At Lafayette Street School, a team of Portuguese homeroom teachers, a Black music teacher and a Puerto Rican remedial reading teacher put together a play on Discovery Day.

PUERTO RICAN CONVENTION OF NEW JERSEY

September 18-19 Atlantic City, New Jersey

This Convention was attended by members of the Staff of the Newark Human Rights Commission.

The purpose of the Convention was to improve the social, economic or educational status of the Spanish speaking residents of New Jersey.

...Involved on all levels of operations of F.O.C.U.S.

...Participation in Puerto Rican Day Parade (July 18) meeting with the people

...Appeal for bi-lingual interpreters to assist non-English speaking people who come to City Hall to conduct business (June 5)

...Addressed the Spanish speaking community through WGO in reference to functions of the Newark Human Rights Commission and the Bi-lingual Education Program (August)

COMPLAINT INVESTIGATION

The number of complaints represented here deal with complaints actually handled by the Staff. With the new administration of the Commission, a specification of interest took place, viz. The Human Rights Commission would handle only cases involving discrimination. It is this specification which accounts for the lowering of the number as the months progress. Numerous phone calls received each day which are transferred to various other agencies are no longer figured in the tally.

See Appendix III

SUMMARY:

VERBS--participate, appeal, observe, introduce, support, plan--all signs of action and reaction taken by the Newark Human Rights Commission in 1971.

The majority of these are words of action more than reaction, of initiating more than of responding. The Commission sought and will continue to seek to be an affirmative action oriented organization. It hopes to avert discrimination in the community as well.

When necessary, however, it does not shirk its responsibility in responding to the cries of those suffering discrimination whether in housing, employment, education, or welfare. It does not fear to involve itself in the confrontation which do arise in the City.

The passage of the Blockbusting Ordinance Amendment (transferring enforcement to the Newark Human Rights Commission) augurs well for 1972. It is hoped the year will bring about more education of the public of their rights. Hopefully, more opportunities will be afforded the public to come together to understand their individual heritage as well as their common humanity. So armed with this information and understanding, we can all fight off the prejudice and bigotry, the bias and discrimination which threaten the peace of a city living together.

RACIAL BREAKDOWN OF CITY PERSONNEL

DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
OFFICE OF THE MAYOR					
Mayor's Office	3	6	1	1	18
Central Planning	0	1	0	0	2
Board of Adjustment	3	3	0	0	10
A B C Board	0	0	0	0	6
Civil Defense Council	1	1	0	0	7
Human Rights Commission	6	1	3	0	11
Municipal Courts	17	7	2	0	78
N.C.N.C.R.	3	7	2	0	5
City Planning	7	3	1	0	22

RACIAL BREAKDOWN OF CITY PERSONNEL
Page 2

DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
OFFICE OF THE MAYOR					
Community Development Administration	343	83	44	2	474
Library	90	9	4	0	395
Museum	16	3	1	0	103
Newark College of Engineering	41	5	3	2	556
WATER UTILITY					
Commerical and Accounting	15	1	0	0	48
Water Supply	80	5	2	0	257

RACIAL BREAKDOWN OF CITY PERSONNEL

Page 3

DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
DEPARTMENT OF ADMINISTRATION					
Office of Business Administrator	3	1	0	0	11
Division of Budget	1	0	0	0	7
Central Purchase	9	4	0	0	21
Personnel	0	0	1	0	15
City Clerk	4	0	3	0	26
Municipal Council	3	0	0	0	9
Parking Authority	5	0	1	0	20
Housing Authority	607	40	29	4	1,250
Department of Law	6	4	0	0	26

RACIAL BREAKDOWN OF CITY PERSONNEL

Page 4

DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
DEPARTMENT OF FINANCE					
Director's Office	2	0	0	0	5
Accounts and Controls	11	2	0	0	47
Data Processing	9	0	0	0	21
Treasury	2	0	0	0	13
Revenue Collections	10	0	2	0	73
Licenses	6	0	1	0	24
Assessments	0	0	0	0	38
Employee's Retirement	1	0	0	0	5
FIRE DEPARTMENT	46	1	2	1	1,110

RACIAL BREAKDOWN OF CITY PERSONNEL

Page 5

DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
PUBLIC WORKS					
Director's Office	1	0	0	0	9
Baths and Pools	57	5	2	1	96
Parks and Grounds	9	0	1	0	71
Motors	23	2	0	0	111
Building Construction	5	0	0	0	78
Sewers	41	4	2	0	72
Sanitation	363	12	42	0	648
Street and Sidewalks	37	4	0	0	73
Public Buildings	9	0	0	0	106

RACIAL BREAKDOWN OF CITY PERSONNEL
Page 6

DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
DEPARTMENT OF HEALTH AND WELFARE					
Director's Office	2	1	0	0	6
Health	97	8	8	0	357
Welfare	69	9	2	1	119
Insect & Rodent Control	60	6	9	1	78
Inspection	16	1	2	0	111
F.A.C.E.	64	11	1	1	77
Ivy Haven	94	2	0	0	133
Police Department	210	15	12	0	1,456

RACIAL BREAKDOWN OF CITY PERSONNEL

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DEPARTMENT AND AGENCIES	BLACK	BLACK SUPERVISORS	SPANISH	SPANISH SUPERVISORS	TOTAL NUMBER EMPLOYED
BOARD OF EDUCATION	830	38	38	0	1,712
Department of Business Management					
Administrative and Supervisory Staff	1,942		153		4,489
TOTAL BOARD EMPLOYMENT *Other	2,810		191		*6,199

TOTAL CITY EMPLOYEES: Minus Board of Education and Newark College of Engineering - 7,758
 TOTAL BLACK EMPLOYEES: Minus Board of Education and Newark College of Engineering - 2,722
 TOTAL SPANISH EMPLOYEES: Minus Board of Education and Newark College of Engineering - 190

THE BLOCKBUSTING ORDINANCE

HISTORY: The revised Ordinances of the City of Newark (1966) contained Title 17, Chapter 7 entitled Blockbusting.

In 1971, after the appearance of such practices in a heavier number, the Ordinance was re-examined and plans were made to amend it for the sake of clarification. Separate sections were inserted on 'Definition,' 'Intent to Canvass' and 'Enforcement.' It was read first on May 19, 1971; and a second time and passage came on June 2, 1971.

Almost immediately upon its passage, Mr. Daniel W. Blue, Jr. inquired of Corporation Counsel, as to the feasibility of transferring the enforcement agency from the Director of License to the Newark Human Rights Commission. *Upon an affirmative response, an amendment of section 6 was prepared. The first reading was on December 8, 1971, the second and final passage was on December 30, 1971.

*The Newark Human Rights Commission is anxious to do away with such practices and since they are discriminatory practices feels the enforcement of the ordinance is within its scope of operation.

**WHY THE
ORDINANCE:**

It is the policy of the City of Newark to eliminate from the housing market any restrictions based on race or religion, national origin or ethnic antecedents. It also ensures that all will have the right to freely bargain and have access to housing in all neighborhoods in peaceful and orderly fashion.

The City found that this policy was undermined by persons (that is, individuals, organizations, associations) who were inciting neighborhood unrest, tension, and fear by representing racial, religious or nationality changes among property owners and subsequent devaluation of property and social worth.

In order to protect the public interest, the City demands now that anyone intending to canvass an area (by door to door soliciting or by use of circulars) for the purpose of listing properties or of selling must file a form prior to his activity.

WHAT IS
FORBIDDEN?:

The ORDINANCE forbids (1) Any representation of a change having occurred or going to occur with respect to racial, religious or national composition of the residents. (2) Any representation that because of any racial, religious or national composition, property values will lower, crime will increase, or schools will become inferior. (3) False listing of sales either by signs or in advertising, and (4) The referral to race, color or creed in any advertisement offering property for sale or rent.

WHAT TO DO
IF ANY OF
THESE OCCUR:

1. FILE a complaint with the Newark Human Rights Commission, containing the name and person alleged to have committed the unlawful practice and the particulars of the case.

2. The Newark Human Rights Commission will cause a prompt INVESTIGATION of the case.

3. If NO CAUSE is found, complainant will be notified in writing within ten (10) days of the investigation.

If CAUSE is found, the Newark Human Rights Commission will endeavor to eliminate it immediately by conference and conciliation. Such conferences may be open to the public.

4. If Practice continues: The Newark Human Rights Commission may:

a. Refer matter to Real Estate Commission of New Jersey for appropriate action.

b. Sign a complaint against the offender for trial in Municipal Court.

c. Refer the file to Corporation Counsel for action.

PENALTY:

If conviction for unlawful practice, the fine is not more than \$500.....an imprisonment of not more than 90 days or both.

COMPLAINTS	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	TOTAL
Employment	79	49	49	41	38	30	9	295
Housing	72	58	92	50	44	17	3	336
Welfare	52	28	34	30	26	20	4	194
Police	40		14	10	14	11	13	102
Information	26			12	3		3	44
Education	4			10	3	2		19
Legal	28			5	5	3	4	45
Parks & Streets	5							5
Consumer Fraud	3				1			4
Medical	7			1	1	1		10
Service and Miscellaneous	40	270	90	53	40	15	1	509
Monthly Total	356	405	279	212	175	99	37	1,563